



Nova Scotia Teachers Union

Dr. Tom Parker Building, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7 (902) 477-5621 Toll Free 1-800-565-6788 Fax: (902) 477-3517 nstu@nstu.ca www.nstu.ca

MEMORANDUM

TO: NSTU Members

FROM: NSTU Staff

DATE: October 25, 2021

RE: Email and FAQs from the Employer regarding vaccine mandate

As you know, the *Public Health Act* Order in effect has a Protocol attached that includes a vaccine mandate for teachers. The NSTU has posted a link to the Protocol and our NSTU FAQs on the NSTU website here [NSTU COVID FAQs](#)

The RCEs and CSAP have just sent teachers an email and FAQs about the process. The NSTU has reviewed these communications and we highlight the following:

Collection of proof of vaccine

Administrators will be collecting proof of vaccination from teachers. They have been instructed to not seek out individual teachers but instead to make themselves available for teachers to approach them with their proof of vaccine.

Alternative collection of proof of vaccine by Human Resources

The email you received from your RCE/CSAP indicates that if you are not comfortable providing your proof of vaccine to your Administrator you may provide it instead to Human Resources directly via an email address provided.

Human Resources will receive all requests for medical exemptions and *Human Rights Act* exemptions

If you are seeking an exemption to the vaccine mandate on the basis of medical or religious (*Human Rights Act*) reasons, these requests are to be sent directly to the

Human Resources email address provided. We also recommend you discuss such a request with the NSTU Executive Staff Officer assigned to your region.

For those partially vaccinated

Teachers who are only partially vaccinated can be compliant with the Protocol so long as they take their first dose of the vaccine by November 30, 2021 and both (a) take their second dose and (b) allow 14 days to elapse after the second dose, within 45 days of the first dose. In other words, the absolute latest possible dates to be vaccinated and be compliant with the Protocol are to take the first vaccine on November 30th, 2021 and the second vaccine 31 days later, on December 31st, 2021.

Forced unpaid leave for pregnant teachers and those anticipating taking adoption/parental leave in the coming months

Any teacher who expects to be forced onto unpaid leave because they do not plan to be vaccinated (or expect to have an exemption approved) and are pregnant or plan to take adoption/parental leave in the coming months are asked to contact the Executive Staff Officer assigned to their region.

Please do not hesitate to contact the Executive Staff Officer for your region if you have any questions or require support. (902) 477-5621 Toll-free 1-800-565-6788

JK/mm